

Bulletin

University of Toronto

Friday, November 19, 1976

No. 13 30th Year

GOVERNING COUNCIL

Negotiations with UTFA authorized by Council

At its meeting of Nov. 18, Governing Council was chiefly concerned with Report number 59 of the Executive Committee, a Proposal for Negotiations with the University of Toronto Faculty Association:

Be It Resolved

(1) That preliminary negotiations between the Governing Council and UTFA begin as soon as possible, with a view to establishing, as prerequisites for any further negotiations, some ground rules and identifying or clarifying major issues.

(2) That the Governing Council establish a small Negotiating Committee consisting of individuals who are very knowledgeable about the University and the Governing Council and experienced in, or familiar with, negotiations of the kind requested.

(3) That the Governing Council establish a broadly representative advisory committee of not more than seven members of the Governing Council. The Chairman of the Governing Council shall serve as Chairman of the Advisory Committee, with the President an ex-officio member thereof. The Negotiating Committee should take advice and instructions from a group of Governing Council members who are able to offer an objective and relatively disinterested viewpoint. The members of the Advisory Committee should also be knowledgeable of the University and the Governing Council and have some familiarity with the negotiations of the kind requested.

(4) The Advisory Committee should:

(a) establish guidelines for negotiation that will be brought forward

to the Governing Council for approval;

(b) instruct the Negotiating Committee to report to it from time to time as the ground rules and major questions are identified and clarified;

(c) keep the Executive Committee and Governing Council informed;

(d) bring to the Governing Council, through the Executive Committee, key issues that may affect the authority of the Council and which would require its approval;

(e) retain such professional advisors and consult such persons as it deems appropriate.

(5) That the membership of the Negotiating Committee be as follows:

Mr. R.M. Barford, Prof. F. Iacobucci, Prof. M. Israel, Prof. A.M. Kruger, and Prof. D.A. Chant (Chairman).

(6) That the membership of the Advisory Committee include the following:

Mr. W.H. Broadhurst, Mr. J. Floras, Mr. W.J.D. Lewis, Mr. J.A. Whitten, Mrs. M. Paikin (Chairman), and Dr. J.R. Evans, President (ex-officio); and that the Executive Committee be authorized to consider the appointment of up to two additional members.

Report altered by amendments

Originally, the Report stipulated in clause 3 that the Advisory Committee have only five members, instead of up to seven; and clause 6 first read: "That the membership of the Advisory Committee be as follows," and did not include authorization of the Executive Committee to consider the

Continued on Page 6



What a day! Dasher and Prancer, then Datsun!

As generations will testify, there's no better place to warm up after the rigours and thrills of the Santa Claus Parade than the Great Hall of Hart House (though we understand that Woodsworth College throws a delightful post-Parade party, too), and as these happy faces prove, Datsun the Magician is a very tricky fellow to have as entertainment.

Marks, visa students, fees discussed

At the Academic Affairs Committee meeting, Thursday, Nov. 11, the Committee voted to raise marks previously lowered by the Faculty of Arts and Science in two political science courses and to accept a policy on visa students seeking admission to U of T.

Students in two courses taught by Prof. James Eayrs in 1974-75 — POL 208 and POL 312 — had had their marks lowered from 80 to 79 by the Faculty of Arts and Science. The Committee, voting on a motion by Faculty of Law Professor Ralph Scane, agreed that all marks which had been lowered to 79 are to be raised to 80; the records of the Faculty of Arts and Science are to be amended; and the University will contact all students affected and state its willingness to issue amended transcripts.

A policy proposal concerning visa students seeking admission to U of T was accepted, as was a set of guidelines for implementation of this policy. The proposal specifies that all Divisions in the University continue their present practice of considering Canadian citizens and landed immigrants on an equal basis for admission purposes; that the University consider for admis-

sion applicants who are now on student visas or who would be eligible for student visas upon admission; and that, provided the visa students meet the selection standards, the division be required to make places for them.

The proposal also specifies that Divisions that find it necessary to limit the number of places available for visa students be required to present these limitations to the Academic Affairs Committee for approval, and that these Divisions be required to publish such limitations. The guidelines accompanying the policy proposal pertain to factors to be examined should Divisions limit the number of places to be made available to visa students.

Preliminary discussion began on a proposed fees policy for undergraduate and graduate visa students. By way of background, members were reminded of the fee raise recommended for such students by the Ministry of College and Universities on May 4, 1976 — an increase of 2.5 times the present fee to \$750 per term. It was explained that a decision by the University not to increase fees for visa students in the manner suggested by MCU would result in a \$2.25 million deficit over the next four years, as MCU will deduct this amount from the operating grants to U of T in any event. Selection of Jan. 1, 1977 as an implementation date means that students enrolling for the first time will not be affected by the fee changes until the fall of 1977, and that students presently enrolled have until 1980 to finish their programs without an increase in tuition fees.

The University must now respond to MCU — discussions will continue at subsequent Academic Affairs Committee meetings regarding the best course of action. The next meeting of the Committee will take place Thursday, Nov. 25.

Don't call us . . .

Among the listings in the just published University of Toronto Telephone Directory for 1976-77 is the Ministry of Plenty at Erindale College. Callers are informed that the number is out of service.

GOVERNING COUNCIL — NOVEMBER 18 (Including action taken at committee level)

- Approved procedures for dealing with a proposal from UTFA concerning a draft memorandum of agreement
- Approved Guidelines for the Protection of Freedom of Speech and Assembly
- Approved membership of Honorary Degrees Committee for 1976-77
- Established Governing Council Election Advisory Committee for 1976-77
- Referred proposed Copyright Policy to Academic Affairs Committee for study

Montreal professor brings Quebec literature to U of T students

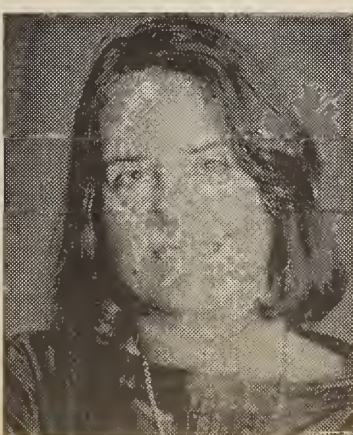
by Robbie Salter

The literature of *la belle province* is not without its devotees at U of T, and the French Department, in endeavouring to accommodate these interests, has imported the services of a recognized expert in French Canadian literature — Lise Gauvin, a University of Montreal professor and CIBC Radio contributor, who now commutes weekly to the St. George campus.

Upon her arrival, Prof. Gauvin, who holds degrees from Laval University, the Sorbonne, and the University of Vienna, was pleasantly surprised to find that such Quebec authors as Jacques God-

bout, Roche Carrier, Réjean Ducharme and Gérard Bessette were already popular with her students. Her U of T students, in turn, were pleased to find that their professor enjoyed the writings of Alice Munro and Margaret Laurence. Indeed, Gauvin finds many similarities between English Canadian writers and their French contemporaries. Of *The Stone Angel*, she remarks, "I find the structure similar to that of Arin Hébert's *Kamouraska*, in which you can also find the legend of *l'étranger* — modified, but recognizable."

Professor Gauvin's main interest in Quebec literature has been with the group of writers who founded



Prof. Lise Gauvin

Parti Pris, a literary, political and cultural review. Recently, she published a book called *Parti Pris Littéraire*, a critical analysis of the works and ideologies of the group.

"The Quebec novels written since the 1960s," says Gauvin, "are characterized by formal renewal and a critical reappraisal, somewhat reminiscent of the *nouveau roman* and the modern American novel. The theme is sometimes the novel itself; the most important character is the narrator, and the reader participates in the creation of a new form of writing."

Though her major interest is in the modern literature of Quebec,

Gauvin and U of M colleague Jeanne Demers are also conducting research into early nineteenth century Quebec short story writers and a "theoretical reflection on the short story as genre. On this subject, the two prepared a special issue of the review *Etudes françaises*, entitled "Conte parlé, conte écrit".

In January, Lise Gauvin will resume her full-time teaching duties at the University of Montreal. Fortunately, her U of T students will be able to keep in touch with the latest Quebec literature through Prof. Gauvin's Monday night book reviews on CIBC.

FORUM

Critics of "New Program" unfamiliar with its curriculum, regulations, history

To the Editor:

From time to time expressions of concern about modern patterns of higher education, particularly vis-à-vis the populous Arts and Science program in the universities, have been voiced in the public arena. Too often the critics have little first-hand acquaintance with the university curriculum and regulations and even less with the historical and pedagogical background of the important transformations of the Arts and Science programs which have occurred at some institutions, including the University of Toronto, in the last decade.

Prior to 1968, students in Arts and Science at the University of Toronto were directed at admission into one of the numerous four-year Honours Programs or into the three-year General Courses in Arts and Science. When Scarborough College was established in 1965 and Erindale in 1966, only the General Courses were to be offered on those campuses. The introduction in 1968 on all three campuses of the more flexible "New Program" in Arts and Science meant that for the first time students at Scarborough and Erindale had the opportunity to complete a four-year degree and to pursue more specialized studies in some disciplines. Students were required to exercise a freedom of choice, in itself an important educational experience. In exercising this responsibility, students received counselling from faculty and the Registrar's Office.

Some have observed that the lack of any compulsory courses in the New Program means that a graduate cannot now be guaranteed to have learned any of the things that used to be considered essential to an educated person. Just what these irreducible essentials are at the university level is, however, notoriously difficult to establish. Individuals both within and outside the University tend to hold strong views on this subject, but their views are likely to be strongly influenced by the patterns of education which they themselves experienced. The diversity of experience of its teaching staff in many respected academic traditions led the faculty collectively to recognize that there is no one way to produce an educated person at the university level.

A second important change in Arts and Science programs at the University was the introduction of the so-called credit system at Scarborough College in 1973 and in the Faculty of Arts and Science on the other campuses in the following year. This change allowed a student to elect a full-time or a part-time program without

having to effect a change in his college or registration; it made summer studies available to those who also chose to carry five courses during the winter; and it contributed to the integration of the part-time student within the regular responsibilities of the teaching divisions. The credit system cannot, of course, be claimed to be the original invention of Scarborough College or of this University, since it has been practised in several variants in many universities in this and other countries, in some cases for a very long time indeed.

These changes in the program structure required extensive re-shaping of the regulations which govern a student's progress towards the degree. Some of these modifications have been interpreted as a softening of the requirements which students must meet. For example, a student who fails some courses and passes others retains credit for those passed and repeats only those failed, rather than repeating his whole year, as once was the case. However, each course *must* be passed. A student cannot be promoted with one course "below the line" as was possible in the year system. Also, while a recorded failure may be averted by withdrawal from a course before a certain date, a failure once recorded can no longer be repaired by the writing of a supplemental examination. Persistence of a student who is doing badly to the point of being refused further registration has always been a rare event.

The numbers refused further registration do not reflect accurately those who do not successfully complete University. Of the students registered at Scarborough in 1974-75, for example, 77% of the first year students and 76% of the second year students returned to the 1975-76 session. 82% of the 1975-76 first year students and 77% of the second year students entered the 1976-77 session. Thus, only 59% of the students who entered in 1974-75 are in third year at present. Admittedly, some of these students have dropped out for financial or social reasons, but a substantial percentage have found it impossible to handle the work expected of them at the University. The small number refused further registration reflects the large number who recognize early on that the University is not the place for them.

Another supposed abuse of the system is the contention that students flock to "bird" courses in which a high grade is easy to attain and avoid those in which they are likely to do poorly. If this is generally true it is difficult to reconcile with the fact that grades are inversely related to class

size. However, it sometimes is the case that a student will choose a reputedly easy course in order to protect time for the core subjects which form his or her main program. Honours students in the past were tempted in just the same way in their selection of "pass options". What did constitute a new and serious problem in the rather free course selection of the New Program was that many students experienced difficulty in designing coherent programs of study from the myriad of courses available. The response to this difficulty has been the development of prescriptions for studies in various fields. Students are encouraged, though not required, to enrol in such planned programs of study and their completion is noted on the transcript. These new major or specialist programs include interdisciplinary emphases and leave the student less constrained in the early years than was typical of the Honours Courses.

Perhaps the most widely propagated myth of recent years is that of grade inflation in university undergraduate programs. In fact, in the University of Toronto, the percentage of As and Bs given in both the Faculty of Arts and Science and in Scarborough College has been *dropping* since 1972-73. During the same period the requirement for admission to these programs has been rising at a rate which far outstrips grade inflation at the high school level. Scarborough College is now one of the top four Arts and Science campuses in the Province in terms of academic requirements for admission, and its graduates are succeeding in gaining admission to highly competitive graduate and professional programs. An active concern with standards was evidenced by the establishment in 1974 by Scarborough College of a Task Force on Marking and Grading Practices and Standards whose recommendations were acted upon in 1975. Further direction has recently been given to all teaching divisions in the form of a document delineating Grading Practices and Policy developed by the Academic Affairs Committee of the Governing Council.

These profound changes in the framework within which students pursue degrees have occurred during the period when enrolments have reached unprecedented levels. It is not as easy as it used to be for faculty to develop a close interest in the progress of students who have a particular interest in their subject. In these conditions students, unfortunately, often feel remote from their teachers and find it difficult to formulate their academic goals.

When they get into difficulties it may seem easier to solve them by some form of cheating or by attempting to get the rules bent than by tackling their academic problems head on. Efforts are being made to counter this attitude and to reduce the incidence of cheating. A Task Force on Cheating was established by Scarborough College in 1975 after receipt of the most recent of a series of reports by Professor John A. Lee on this topic and many of its recommendations were subsequently adopted. All freshmen in the University receive a letter about the seriousness of the offence of plagiarism from the Chairman of the Academic Affairs Committee of the Governing Council at the beginning of the current academic session. Concern about cheating is one factor contributing to the steady increase in recent years in the number of courses in which final examinations are scheduled. While some professors have developed a cynical view of this phenomenon there is no evidence that the majority have responded in this way to the problem.

Petitioning for relief from the application of the regulations and appealing low grades is a trend which reflects to some extent the litigiousness which is characteristic of contemporary society. It is, however, not a new phenomenon in the University. Indeed, one rationale for changing the degree program in the 1960s was the hope that it would reduce the number of petitions. That it did not suggests that the enactment of regulations in itself is unlikely to be successful in removing the current problems in post-secondary education. They are more a product of the socio-political context and of the anonymity of students in overcrowded classrooms than of the roles under which degree programs are pursued.

During the 1960s the universities were preoccupied with responding to the enrolment deluge, initiating new programs and adapting to a radically different educational environment. More recently there has been renewed concern within the University about the problems of plagiarism, cheating and other practices which undermine the quality of the educational process. The opportunities for improvement will not be realized by turning back the clock or by restrictive regulations alone. Advances are more likely to come from increasing the personal interaction of teachers and students and establishing clearly higher expectations of performance.

John R. Evans, President

No guarantee that tenure will remain an immutable institution in collective bargaining

To the Editor:

At the risk of provoking Professor Smith once again I would like to suggest that my previous letter was not so much "hastily penned" as hastily read and completely misunderstood.

It is not really what is *explicitly* stated in the collective agreement that concerns me. Many of its terms are desirable. It is what it does *implicitly* by way of the first

step in a process that is of concern. If Professor Smith, who believes in careful drafting, is really talking about collective bargaining and not merely of applying moral pressure to achieve certain desirable conditions then he is talking about a state of affairs in which all terms of employment are negotiable not just the ones that the faculty would like to negotiate. I, for one, am not sanguine enough

to believe that tenure, though the draft agreement proposes to leave it in its current state, will never become negotiable. And it is clear to me, although it is not to Professor Smith, that the provision of the agreement concerning tenure would protect it only as long as the agreement lasts. Professor Smith quite rightly says tenure has a significance that is independent of the draft agreement but rather inconsistently states that it could be unilaterally abrogated by the Governing Council. With due respect, that is a legal opinion I do not share. One can, however, abrogate it by agreement and once it becomes the

subject of collective bargaining there can be no guarantee that it will remain an immutable institution.

If it be argued that, in this phase, "collective bargaining" is not binding on individuals then, in this phase, it is rather misleading to talk about collective bargaining and draft agreements at all. It would be more accurate to talk about trying to persuade the University to accept a number of desirable policies. If it never goes beyond such a phase then, of course, my fear will not be realized. If, however, we really do enter into a collective bargaining era, and I suspect we will, then whatever else

may be achieved by it, the protection of tenure could well be lost. However, I am not arrogant enough to think that Professor Smith, even upon reflection, will agree with me.

J. Bruce Dunlop,
Faculty of Law

Chairman sought

Professor D.W. Strangway's term as chairman of the Department of Geology expires on June 30, 1977.

The Provost has approved the following committee to look for and recommend the appointment of a successor:

Dean R.A. Greene, chairman; Dean R.W. Missen, School of Graduate Studies; Dean C. S. Churcher, Arts and Science; Professors G.M. Anderson, Geology; F.A. De Lory, Geological Engineering; A.M. Goodwin, Geology; H.C. Halls, Geology - Erindale; and G. Norris, Geology.

The committee would be pleased to receive any comments or suggestions. These may be made verbally or in writing to the chairman or any member of the committee. It would help the committee in its work if any such comments could be made as soon as possible and in any case not later than Nov. 26.

Committee for Honorary Degrees

The Striking Committee of the Academic Affairs Committee has met and makes the following recommendations for the membership of the Committee for Honorary Degrees for 1976-77:

Prof. J.B. Conacher — Chairman, Department of History, Faculty of Arts and Science; Gordon N. Fisher — Governing Council (government); Prof. M.L. Friedland — Dean, Faculty of Law; Prof. H. Northrop Frye — University Professor, Department of English; Prof. J.M. Ham — Dean, School of Graduate Studies; Prof. Kathleen King — Dean, Faculty of Nursing; Prof. John C. Polanyi — University Professor, Department of Chemistry; Mrs. E. Rivers — part-time undergraduate student, Woodsworth College; Miss Julia Turner — full-time undergraduate student, Trinity College.



UNIVERSITY
of TORONTO

Bulletin

The Bulletin is published on Fridays during the academic year. All copy should be typewritten, double spaced, and should be directed to the Bulletin section concerned. The deadline for most material is seven days before publication.

Published by the Department of Information Services,
45 Willcocks Street, Toronto, Ontario M5S 1C7
Telephone 978-2102

Report examines sex discrimination in staff salaries

The Male-Female Salary Anomaly Project — Administrative Staff, under the direction of Robin Ross, Vice-Provost, and Robert F. Brown, Director of Personnel, has resulted in an interim report. The text of the report follows:

A project has been under way for some time with the purpose of attempting to discover whether salary discrepancies exist among male and female administrative staff who perform the same job, and whether such discrepancies, if found, are the result of sex discrimination. With the wide range of diversified occupations dispersed throughout the University, this has been a complex undertaking.

There has been strong interest in this topic, particularly since the publication of the Report on the Status of Non-Academic Women early in 1975. The task force that prepared the report had been established by joint resolution of the Business Affairs and Internal Affairs Committees of Governing Council. A number of important developments have occurred since the report's publication, such as establishment of the Personnel Policy Board, approval by Governing Council of a number of new policies, and the allocation of funds in the 1976-77 budget to resolve any anomalies that may be found to exist as a result of sex discrimination. In 1976, the administration initiated the current project under the direction of Robin Ross, Vice-Provost, and Robert F. Brown, Director of Personnel. The project is being co-ordinated by staff of the Personnel Department with the assistance of members of the University of Toronto Staff Association. Functioning as an advisory committee, the UTSA representatives were: B. Connelly, J. Orr, P. Tracy, D. Priddle, G. Russell, M. Davison. Many constructive suggestions came from this committee which continues to meet with Mr. Ross and Mr. Brown at various stages as the project develops.

The first phase of the project began in January, 1976.

At that time, a memorandum was sent to all divisions requesting that they review their employees' salaries for possible salary discrepancies resulting from sex discrimination. Approximately thirty-five cases were submitted from eight to ten divisions of the University. These cases were reviewed by Personnel Department staff who found that less than 5% of the total related to actual sex discrimination practices. These cases were corrected by the addition of the necessary funds to departmental budgets to enable appropriate salary adjustments for the individuals affected. The other cases involved salary administration processes such as classification and position in salary range and were dealt with through normal procedures and contacts with the divisions on classification and salary matters.

The next phase of the project encompassed the project currently underway. All classified occupations for administrative staff were reviewed based on actual salaries after the annual increases were implemented in the August payroll, in order to identify those groups in which the average salaries for women were significantly less than for men. The Personnel Department, with the assistance of the Staff Association, determined the following occupation groups had apparent salary disparities that warranted a more detailed review:

- Administrative Assistants 1 and 2
- Editors 2 and 4
- Computer Operators 1 and 2
- Laboratory Technicians 3 and 4
- Clerk 1
- Laboratory Assistants 1 and 2

The procedure to obtain the necessary data for analysis consisted of a request to individual departments to supply detailed information for all staff within the affected occupation groups concerning the

following: salary, qualifications, years of relevant work experience prior to employment at the University, years of experience at the University, and years of employment at the current classification level. This information has now been compiled and a summary provided in the chart below which shows:

- average salary differential by occupation for men versus women,
- average years' experience in present position, previous position and outside the University,
- average education by sex for each occupation, calculated by taking an average of reported education codes.

The salary differentials by occupation vary as does the extent of background education and experience associated with each occupation. To this point no information has been collected on the other important factor of relative performance. The implications of the data on the chart along with the supporting material are being analyzed to determine whether the reported information on education and experience adequately explains the salary differentials. Where this has not been explained, further review will be undertaken on a case-by-case basis, including the relative performance factor.

For this case-by-case review, the committee will be limited to Mr. R. Ross, Mr. R.F. Brown, Mrs. G. Russell, and Mrs. C. Farr. This group is also prepared to investigate other apparent discrepancies where an individual submits a documented case to any one of them. All such cases would be similarly reviewed and kept confidential to the committee and the individual's supervisor.

Any salary discrepancies found to be based on sex discrimination will be rectified through the provision of funds for salary adjustments as required.

SUMMARY OF AVERAGES IN MALE/FEMALE STUDY

Classification Code	Sex	Number	Full-Time Salary	% Diff	Years' ¹	Years' ¹	Education ²	Relevant ³
					Experience with University	Experience in Present Position		Experience Prior U of T
ADMINISTRATIVE ASSISTANT 1	Male	7	\$15,099	2.04	11.00	3.87	4	5.00
	Female	53	14,797		9.11	2.82	3	6.28
ADMINISTRATIVE ASSISTANT 2	Male	21	18,133	4.24	9.23	2.97	4	8.55
	Female	24	17,395		8.73	2.19	4	7.17
CLERK 1	Male	12	7,804	.95	7.27	2.57	2	5.22
	Female	8	7,878		7.29	3.72	2	0.29
COMPUTER OPERATOR 1	Male	7	9,309	5.0	2.09	1.94	3	0.57
	Female	3	9,775		1.43	0.90	3	0.00
COMPUTER OPERATOR 2	Male	14	12,189	1.31	3.95	2.44	3	1.64
	Female	6	12,032		6.58	3.95	2	1.42
EDITOR 2	Male	5	12,117	8.27	1.50	1.50	5	1.74
	Female	4	13,119		5.75	2.75	6	3.25
EDITOR 4	Male	2	21,273	8.3	14.50	5.00	7	3.00
	Female	3	19,642		16.33	5.00	6	8.17
LABORATORY ASSISTANT 1	Male	5	8,048	4.59	9.60	4.40	4	0.75
	Female	40	7,695		6.74	3.64	2	1.61
LABORATORY ASSISTANT 2	Male	6	8,493	2.57	3.93	1.68	2	12.50
	Female	10	8,711		8.29	3.65	2	2.43
LABORATORY TECHNICIAN 3	Male	51	13,339	4.46	5.55	2.86	4	4.38
	Female	78	12,770		6.50	3.14	4	4.90
LABORATORY TECHNICIAN 4	Male	22	16,872	5.65	11.33	4.04	4	8.75
	Female	24	15,970		12.35	4.08	4	7.39

NOTES:

1. Includes years in position since introduction of the Position Classification Programme in 1971.

2. Education Codes (levels are cumulative):

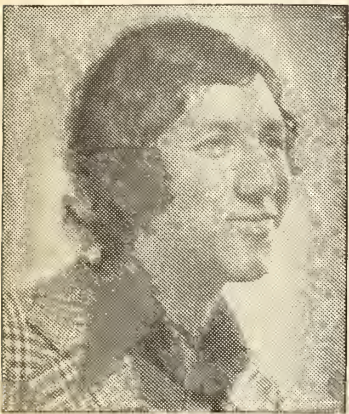
- 1 — Less than High School
- 2 — High School
- 3 — Diploma, e.g., technical, Community College
- 4 — University degree
- 5 — One year graduate study completed
- 6 — Graduate degree (1-2 year degree)
- 7 — Medicine or Law degree
- 8 — Ph.D.

3. Includes years of experience prior to U of T employment that are considered relevant to present position.

STAFF NOTES

Prof. G.A. Ozin on metals

Professor GEOFFREY A. OZIN gave invited lectures on "Metal Atoms, Metal Clusters and Cataly-



sis" during the summer at the Universities of Oxford, Cambridge, Sussex, London and Bris-

tol; at the California Institute of Technology; the Thomas Watson Research Laboratory of IBM in Tarrytown, N.Y.; the Corporate Research Laboratories of Monsanto, St. Louis; Eastman Kodak Laboratories, Rochester, N.Y.; Dupont Central Research Laboratories, Wilmington; and General Electric Laboratories in Schenectady.

In October, he gave a seminar on "Metal Atom Chemistry and Catalysis" at the Chemistry Department, University of Waterloo.

Werner Klotzbucher of Dr. Ozin's cryochemistry group visited several research laboratories in Europe during the summer. He attended, one of three Canadians, the NATO Advanced Study Institute on Spectroscopy held in Florence where he presented a paper on synthesis and characterization of novel transition metal complexes.

St. Michael's College

Professor J.M. CAMERON was invited to lecture to the Pastoral Seminar of the Senate of Priests of the Toronto Archdiocese in September and October. He has also been invited to read a paper to the Department of Religious Studies, University of Tennessee, in February, 1977.

Professor ROBERT O'DRISCOLL gave two speeches during the summer. At the triennial conference of the International Association for the Study of Anglo-Irish Literature he spoke on "Ideals of the Celtic Revival: Yeats and AE". At the Merriman Summer School held in Ennis, Ireland, he spoke on "Canada's Celtic Heritage".

Professor P.B. BILANIUK gave an invited lecture on "A Christian

Concept of Culture in an Ecclesiological Context". In June, he participated as a panelist in the Anthropology Seminar during the 31st annual convention of the Catholic Theological Society of America held in Washington, D.C. Later that month, he delivered an address entitled "A Theology of Linguicide" during the International Conference of Linguicide held in Bad Ems, Germany. In July, Prof. Bilaniuk gave a series of ten lectures in Ukrainian at the Ukrainian Free University in Munich. The series was entitled "Kievan Church between the Council of Florence and Lateran V". He also gave a special invited lecture in German entitled "Cas fuenfhundertjaehrige Jubilaeum des Briefes des Kyjiver Metropolitens Misael an Papst Sixtus IV (1478-1976)".

Scarborough College

Professor P.J. O'DONNELL gave an invited talk entitled "Meson Decay Rates" to the tripartite congress of the Canadian Association of Physicists, the American Physical Society and the Sociedad Mexicana de Fisica, held at Laval University in June.

Dr. G.F. ISRAELSTAM gave a paper entitled "Mitochondrial activity of dwarf and tall varieties of light grown pea plants *Pisum Sativum*" at the annual meeting of the Canadian Society of Plant Physiologists held at the University of Guelph in June.

Professor CHICOY-DABAN read a paper entitled "Une cantar de gesta perdue de Castille sur le theme de la reine Sebile" at the seventh international congress "Rencesvals" held at the University of Liège Aug. 28 — Sept. 4.

Graduate students from Professor IAN R. BROWN's laboratory gave three papers at the annual meeting of the Canadian Federation of Biological Societies held at Dalhousie University in June.

Professor IAN ROBERTSON took part in a conference on "Comparative Aspects of Irish and Scottish Economic and Social Development, 1600 — 1900" held at Trinity College, Dublin, in September. The conference was held under the auspices of the United Kingdom Social Science Research Council. Participants were drawn from universities and archives in Ireland, Northern Ireland, Scotland, England, Canada and the United States.

Professor Robertson's paper entitled "Highlanders, Irishmen and the Land Question in Nineteenth-Century Prince Edward Island" was given in the final session, "The Problems Exported". The conference papers are to be included in a book edited by Professor T.C. Smout of Edinburgh University and Professor Louis Cullen of Trinity College, Dublin.

JOHN BALL, Scarborough College Librarian, and Richard Plant have completed *A Bibliography of Canadian Theatre History 1583 — 1975*. Listing over two thousand items, the published bibliography traces the history of theatrical activity throughout Canada from its beginnings. Mr. Ball gave short papers about the bibliography and its compilation at a colloquium on Letters in Canada held at the Faculty of Library Science and at the Canadian Theatre History Research Programme conference at the meetings of the Learned Societies at Laval University in June.

Professor A. GRIFFIN gave an invited talk on "Surface Magnetism and Surface Spin Waves in Itinerant Ferromagnets" to the annual congress of the Canadian Association of Physicists held at Laval University in June. In September, he gave a paper entitled "Surface Spin Waves in Itinerant Electron Ferromagnets" and acted as chairman of a session on surface magnetism at the International Conference on Magnetism held in Amsterdam.

Applied Science & Engineering

Professor E.J. DAVISON gave an invited paper at the Canadian Symposium on Biophysics, Ottawa, in May 1975 entitled "Computer Model of the Cell." At the 6th International Federation of Automatic Control World Congress, held in Boston in August, he presented two papers, "The Robust Control of a General Servomechanism Problem: The Servo Compensator" and "The Simulation of Cell Growth: Normal and Abnormal Behaviour" (invited).

In September he presented a paper at the conference on Directions in Decentralized Control, Many-Person Optimization and Large-Scale Systems, held in Boston, entitled "Decentralized Control of Large Scale Systems."

In November he gave an invited talk at IBM Yorktown Heights Research Centre on "The Modelling and Behaviour of Cell Growth".

In December at the 1975 Institute of Electrical and Electronic Engineers Control and Decision Conference held in Houston, he gave papers on "Multivariable Tuning Regulators: Feedforward and Robust Control in Large Multivariable Systems" (invited) and "The Robust Decentralized Control of a General Servomechanism Problem".

During January 1976, Prof. Davison presented an invited paper entitled "An Algorithm for the Simulation of Very Large Dynamic Composite Systems" at the 9th

Hawaii International Conference on System Sciences, and an invited talk to the Department of Electrical Engineering, University of New York, Buffalo, on "The Control of Large Scale Systems".

In February he gave an invited talk to the Department of Biochemistry, University of Ottawa, on "The Simulation of Cell Growth: Normal and Abnormal Behaviour" and three invited talks at the Control System Centre, Manchester Institute of Science and Technology, entitled "The Robust Decentralized Control of A General Servomechanism Problem", "Connectability and Structural Controllability of Composite Systems" and "Multivariable Tuning Regulators: Feedforward and Robust Control".

In March Prof. Davison gave an invited talk at the Department of Information Control and Systems, University of Michigan, Ann Arbor, on "The Decentralized Control of Large Scale Systems".

During April he presented a paper entitled "The Solvability of the Robust Parameter Feedback Servomechanism Problem" at the 1976 Conference on Information Sciences and Systems; gave a plenary paper, "The Design of Multivariable Control Systems" at the U.K. School for Multivariable Control System Design, held in the University of Manchester Institute of Science and Technology; gave a talk entitled "The Behaviour of Normal and Abnormal Cell

Growth" to the Department of Electrical Engineering, University of Connecticut, and at the 7th annual Modelling & Simulation Conference, University of Pittsburgh, presented a paper entitled, "An Algorithm for the Simulation of Very Large Dynamic Composite Systems".

During May he gave two lectures, "The Decentralization Control of Large Scale Systems" and "Connectability of Composite Systems" at the Electronics Research Lab., Massachusetts Institute of Technology; gave an invited lecture entitled "Robust Feedback and Feedforward Control for the General Servomechanism Problem using Multivariable Tuning Regulators" at "Optimization Days 1976", McGill University; gave a talk entitled "The Decentralized Control of a General Servomechanism Problem" at the Control Systems Center, University of Minneapolis, and gave an invited paper entitled "Simulation of Cell Growth: Normal and Abnormal Behaviour" at the 1976 Canadian Information Processing Society — Canadian Standards Association computer conference held in Montreal.

In June he presented a paper entitled: "Connectability and Structural Controllability of Composite Systems" at the International Federation of Automatic Control Symposium on Large Scale Systems, held in Udine, Italy.

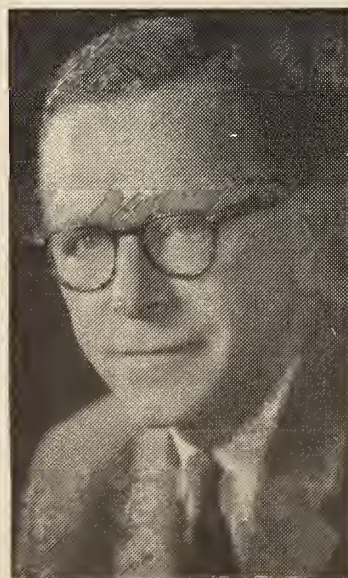
Medicine

Dr. S.S. DESSER of the Department of Microbiology and Parasitology gave a paper on "*Dientamoeba fragilis* on idiopathic gastrointestinal disorders" to the Ontario Parasitology Club, and lectured on "Current concepts on the biology of *Toxoplasma* and related coccidia" at the University of Guelph, in January.

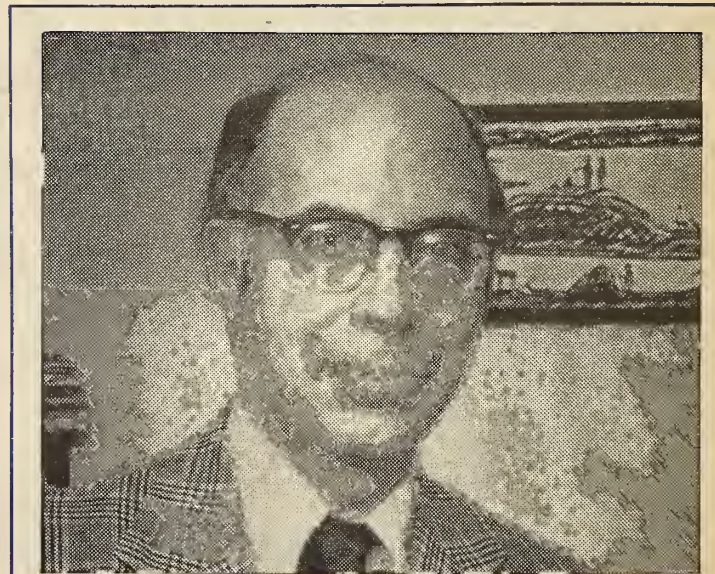
Victoria College

Professor D.V. WADE presented a paper on "The Relevance of Either/Or Today" at a colloquium on Current Canadian Studies in Kierkegaard, held at the University of Windsor in June.

Management Studies



Professor W.B. Coutts, Management Studies, presented a paper on "Accounting for Municipal Enterprises" to the annual meeting of the Ontario Municipal Water Association held in Sudbury in May.



Professor A.E. Safarian, Department of Political Economy, was elected President Elect of the Canadian Economics Association at the annual meeting held in Quebec City in June. As President Elect he will be chairman of the program committee for the 1977 annual meeting at which time he will assume the presidency for 1977-78.

Forestry & Landscape Architecture

Prof. F.J. KEENAN attended the meetings of the Canadian Standards Association committee on engineering design in wood held in Hull in April and acted as chairman for the meetings of the fastenings subcommittee. The meeting prepared an approved code of practice that will govern the design of engineered timber structures across Canada. Following these meetings, he attended the meetings of the CSA committee on glued-laminated timber that produced new editions of the product standard and plant certification standard for the production of structural glued-laminated timber in Canada. In May, Prof. Keenan attended a meeting of the national advisory committee on forest products research at the Petawawa Forest Experiment Station. This committee advises the director-general of the Canadian Forestry Service, Environment Canada, on research priorities and

procedures in the field of forest products.

Dean V.J. NORDIN and Prof. A.S. MICHELL took part in the annual meeting of the woodlands section of the Canadian Pulp and Paper Association held in Montreal in March.

Erindale College

Dean DESMOND MORTON presented a paper on "Partisanship or Participation: Canadian Unions and Political Action" at the 29th meeting of the Industrial Relations Research Association held in Atlantic City in September.

Professor O. HÉGYI presented a paper entitled "Arábiya y Agamiya: hacia una interpretación de la literatura aljamiada" at the International Congress of Human Sciences in Asia and North Africa (International Congress of Orientalists) held in Mexico City in August.

Grant makes possible study of medical history

by Robbie Salter

To make medical history a vital part of university curricula, Ontario's five medical schools will each receive \$55,000 annually to establish a Hannah professorship, made possible by Dr. Jason Hannah.

Dr. Hannah became interested in medical economics and health when he saw how tragically the costs of major illnesses affected people. For three decades Dr. Hannah served as director of Associated Medical Services which provided the first prepaid medical aid in Ontario. When the province assumed the exclusive responsibility for prepaid medical aid in 1972, AMS then sought how it could best contribute to the public good and chose to establish the Jason

Hannah Chairs for the History of Medicine and Related Sciences in Ontario's medical schools.

U of T's Hannah Professor is Dr. Pauline Mazumdar, who is expected to arrive shortly from England to assume her duties. She graduated from the University of London, the Royal Free Hospital School of Medicine in 1958, and received her Master of Technology in Immunology from Brunel University, Middlesex, England. Recently she has obtained her Ph.D. at Johns Hopkins University. She has written a thesis on *The World of Karl Landsteiner, 1868-1943: a cultural and scientific study*. The thesis relates thinking in the field of immunology to contemporary thinking in biology and philosophy.

Dr. Mazumdar's office will be located in the Textbook Store where she will work closely with the Faculty of Medicine and the Institute for the History and Philosophy of Science and Technology. She will design a program of lectures for medical students and for the University at large.

Dr. G.R. Paterson, executive director of the Hannah Institute for the History of Medical and Related Sciences, says that five universities are in the process of appointing a Hannah Professor of Medical History. "The grants," he says, "will provide for lectures and other activities related to the history of medicine and will help to develop historical collections for each Hannah library."

"Medical history is not a newcomer to the campus," says Dr. Paterson. "The history of pharmacy has been taught here for 25 years." An enthusiastic historian himself and a member of the Toronto Medical Historical Society, Dr. Paterson says, "Teaching medical history brings the humanistic qualities to the medical curriculum. It bonds science to the art of medicine. Ethics can't be taught or codified, and must be based on the principles by which you live — and they must be applicable to the times."

"In Hammurabi's time, for example, the penalty for unsuccessful surgery was the removal of the surgeon's hand, if the patient was a free man. The penalty was less severe if the patient was a slave."

Today's medical students need a knowledge of the past in order to consider such contemporary problems as euthanasia and abortion from an ethical and historical perspective."

Dr. Paterson also says that an understanding of medical history is closely linked to the social, economic, and political mores of the past. "Bismarck was the first person to introduce health insurance," he says, "but he did it as a sop, and not to provide better health care."

Dr. Hannah, through whose foresight these studies are made possible, believes that from one medical generation's observations and practices evolve new methods of therapy. "We should know on whose shoulders we stand," he says.

The ISC — making the shock a little less severe

The International Student Centre has not always been such a well-established University institution, nor occupied such congenial quarters as those at 33 St. George Street.

In its salad days, the ISC was known as FROS — Friendly Relations with Overseas Students — a service which came into being shortly after World War II. At that time there were many foreign students attending Canadian universities but no facility to provide the information and assistance they required.

Still in the planning stages, the fledgling service looked around for patterns to follow and quickly identified several to avoid. Among these were the over-programmed centre that left no room for impromptu events or personal contacts; the cosy club where all were brothers and sisters; the helping hand centre with the patronizing approach; or the propaganda machine, geared to give foreigners the best possible impression of the host country.

Instead, FROS felt that it should be a reception and orientation service, an information bureau and clearing house, and a centre for cultural exchange, where foreign and Canadian students could meet.

As FROS required no University funds, and very little space, the new organization was given an office in what was then the Household Science Building at Avenue Road and Bloor Street. During its first year in operation — 1951 — it provided services to 450 overseas students.

In the years that followed, FROS' expanded services necessitated several moves and a name change. Eventually, in 1965, the name of the service was changed to the International Student Centre — ISC — and it became a division of the University. This meant, in addition to strong financial backing, more suitable quarters, and on Nov. 18, 1966, ISC moved to its present location.

Elizabeth Paterson, ISC Director, explains the operation of the Centre this way: "First of all," she says, "it's a facility in the sense that Hart House is a facility. University groups can book space for cultural programs, lectures, art exhibitions, films, discussions, seminars and conferences. Generally, all programs and events are open to anyone who wants to participate. We try to keep the atmosphere informal and relaxed."

"We're also a service," she explains, "providing personal counselling, advice about immigration matters and assistance, where possible, once the student has arrived."

"And before that, we're a referral service. People write to us or come in and ask about studying in Canada, and we direct their inquiries to the proper person or institution. If a student is accepted by U of T, the Centre will then begin correspondence with him or her, providing a lot of information and answering specific questions. This generally goes on throughout the spring and summer months — August and September are our busiest times, as that's when students arrive."

Once at U of T, the foreign student is helped in acquainting himself with the University and the city. "We run a reception and orientation service here at the Centre, staffed by volunteers," Elizabeth Paterson says, "and we hold a few social events to help people get to know each other. The first few weeks in a foreign country are generally the hardest, and we try to make the shock a little less severe."

What sorts of ongoing services does the Centre provide? "These students are very capable individuals," Elizabeth explains, "and really only need information in order to be able to help themselves. We get lots of questions about immigration policy, work permits, financial assistance, and we have to be on top



photo by Merrin

Baldwin House, whose present tenant is the International Student Centre, was built in 1860 by Frederick William Cumberland, the architect of University College. It was the residence of the Cumberland family, and later of the Lieutenant Governor, before U of T bought the property in 1921. The ISC celebrates its 10th anniversary in the building this month.

of this information all the time, so that we can pass it along to the students. It's hard for a newcomer to find his way through the various bureaucracies."

Other ongoing services include communication with all foreign students enrolled in the University by means of the Centre's Newsletter and through special programs. "For instance," Elizabeth explains, "on Nov. 9, Allan Rix, Director of the Canadian Bureau for International Education, came to the Centre to speak on fee increases for foreign students."

ISC's English language program, taught by volunteers and open to any member of the University, is another successful venture. About 95 students are enrolled in the course, which emphasizes conversation; there is a separate class underway in which students can brush up on their writing skills.

"The other side of the coin," the Director says, "is what the student can do for the community. This is a rather unpublicized side of the Centre's operations."

There's a Swahili proverb which says "Treat a man as a guest for two days, and on the third give him a hoe." This epitomizes the ISC's attitude toward its clientele.

As soon as an individual's interests and talents are known, he becomes a valuable resource in the house, the University and the community. "Various organizations and institutions — especially schools — see us as a resource centre," says Ms. Paterson. "Several of our students have gone into local high schools to give seminars or lectures. These opportunities for students to become involved in community life are always welcome."

"One aspect of our work which benefits Canadian students directly," she says, "is our information service for those interested in working or studying abroad. Later on this year, we plan an information day on summer activities available outside Canada."

People too often see the Center as a place for only foreign students. But, says the Director, "anyone can use the Centre. We'd like to be thought of as an oasis at the south end of the University." One good reason to drop in, as if another were needed, is the ISC's soup and sandwich lunches — reported to be the best on the campus.

LW

APPOINTMENTS

Faculty of Arts and Science

R.D.B. Thompson — Professor, with tenure, Acting Chairman, Department of Slavic Languages and Literatures from July 1, 1976 to June 30, 1977.

G.C. Sumner — Professor with tenure, Associate Chairman, Department of Classics from July 1, 1976 to June 30, 1979.

R.L. Johnston — Associate Professor, Associate Chairman, Department of Computer Science, from July 1, 1976.

A.D. Latta — Associate Professor, with tenure, and Associate Chairman, Department of Germanic Languages and Literatures from July 1, 1975.

R.B. de Sousa — Associate Professor, with tenure, Associate Chairman, Department of Philosophy, from July 1, 1976.

G.T. Gilbert — Professor, with tenure, Associate Chairman, Department of Political Economy from July 1, 1976.

A.M. Gordon — Associate Professor, with tenure, Associate Chairman, Department of Hispanic Studies from July 1, 1976.

Faculty of Forestry and Landscape Architecture

K.A. Armson — Professor, with tenure, Assistant Dean, from July 1, 1976 to June 30, 1977.

V.J. Nordin — Professor, with tenure, Chairman, Graduate Department of Forestry, from July 1, 1976 to June 30, 1978.

Faculty of Medicine

D.H. Carver — Professor, with tenure, Chairman of Department of Paediatrics from Sept. 1, 1976 to June 30, 1981.

J.M. Fredrickson — Associate Professor, with tenure, Director of Clinical Science Division from July 1, 1976 to June 30, 1981.

K.L. Moore — Professor, with tenure, Chairman of Department of Anatomy from July 1, 1976 to June 30, 1981.

G.F. Whitmore — Professor, with tenure, Chairman of Department of Medical Biophysics from July 1, 1976 to June 30, 1981.

Faculty of Nursing

N.I. Parker — Professor, with tenure, Chairman of Graduate Department of Nursing from July 1, 1976 to June 30, 1981.

School of Graduate Studies

O.J. Miller — Associate Professor, with tenure, Acting Chairman, Comparative Literature Program from July 1, 1976 to June 30, 1977.

R.A. Spencer — Professor, with tenure, Director, International Studies Program, July 1, 1976 to June 30, 1981.

Scarborough College

R.E. Dengler — Associate Professor and Associate Chairman, Life Science Group, from Oct. 14, 1976, to June 30, 1977.

School of Graduate Studies

J.T. Connell — Assistant Professor and Assistant Director, Centre for Religious Studies, from Sept. 1, 1976, to June 30, 1977.

University of Toronto Schools

H.D. Gutteridge — Principal, from July 1, 1977, to June 30, 1979 (extension of term).

Faculty of Arts and Science

R. Sandler — Assistant Professor, with tenure, Department of Middle East and Islamic Studies, from July 1, 1976.

J.R. Blackburn — Assistant Professor, with tenure, Department of Middle East and Islamic Studies, from July 1, 1976.

Faculty of Medicine

P.F. Beirne — Professor, Department of Obstetrics and Gynaecology, from July 1, 1976, to June 30, 1977.

Faculty of Applied Science and Engineering

P.C. Stangeby — Associate Professor, with tenure, Institute for Aerospace Studies, from July 1, 1976.

Faculty of Nursing

K. Arpin — Associate Professor, with tenure, from Oct. 7, 1976.

Anatomy head appointed

Dr. Keith L. Moore has been appointed Professor and Chairman of the Department of Anatomy in the Faculty of Medicine. He succeeds Dr. J. S. Thompson whose ten-year-term ended in July. Dr. Thompson will continue as Head of the Division of Gross Anatomy.

Professor Moore was born Oct. 5 1925, in Brantford, Ontario. From the University of Western Ontario he gained his B.A. in general sciences, his M.Sc. in anatomy, and his Ph.D. in histology. From 1953 - 1956, Prof. Moore was a demonstrator and lecturer at UWO. He also worked with Dr. Murray Barr, co-discoverer of the sex chromatin (Barr body). In 1956 Prof. Moore joined the Faculty of Medicine in the University of Manitoba where

he was head of the department of Anatomy from 1965 - 1976.

In his research, Prof. Moore has studied the effects of thalidomide on development, of aluminium, and of podophyllin, an ingredient of cough syrup causing skeletal abnormalities in rats. He and his associates have studied the effects of prostaglandins on developing embryos and he will continue his teratological studies. He plans to strengthen graduate training and research programs in embryology and neuroanatomy.

He has written numerous articles and five textbooks (including three in embryology) some of which he will use to help first year medical students correlate the basic sciences with their clinical experience in hospital.

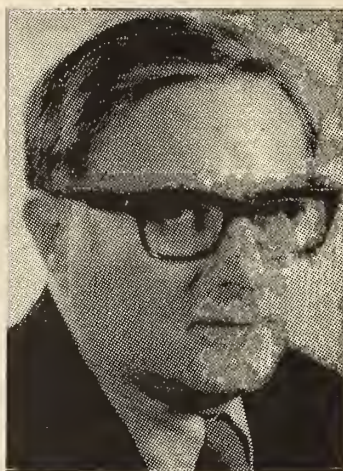
In memoriam: Daniel E. Berlyne

Professor Daniel E. Berlyne died of cancer on November 2, 1976 at the tragically early age of 52. He was appointed to the faculty of the Department of Psychology in 1962, and was perhaps best known in the University for his work as Chairman of the Faculty of Arts and Science Committee which evaluated the New Programme, and resulted in the Berlyne Report. He is acknowledged to be a major figure in 20th century psychology; when we look at what he accomplished and achieved before his untimely death, we cannot but stand in awe and respect.

Daniel Berlyne was born in England and was educated at Manchester Grammar School and Trinity College, Cambridge. He received his PhD from Yale University in 1953. Before joining the University of Toronto, he taught at the University of St. Andrews and the University of Aberdeen in Scotland, and at Brooklyn College and Boston University in the United States. He was a Fellow at the Centre for Advanced Study in the Behavioural Sciences at Stanford, a visiting professor at the University of California at Berkeley, a resident member at the International Centre of Genetic Epistemology at the University of Geneva, and a visiting scientist at

the National Institute of Mental Health in Washington.

He made many important contributions in the fields of attention, thinking, intellectual processes, emotion, and motivation, and became especially well known for



his original work on problems of exploratory behaviour, curiosity, and, most recently, experimental aesthetics. He was author or co-author of six books and 150 chapters in books and articles in scientific journals. In the fields in which he worked he was an acknowledged leader, widely read and studied by students and

scholars in many countries. He was invited to give guest lectures at many institutions in North and South America as well as in Europe, India and Africa.

His creativity and productivity were recognized by others through many honours that he received. He was elected a Fellow of the Royal Society of Canada, as well as a fellow of three national associations of psychology, in Britain, the United States, and Canada. He was also elected President of the Canadian Psychological Association, President of the Division of General Psychology and also the Division of the Psychology and the Arts of the American Psychological Association, Co-President of the 18th International Congress of Applied Psychology, Vice-President for Canada and the United States of the Interamerican Society of Psychology, and President of the International Association of Empirical Aesthetics.

Daniel Berlyne was a towering figure in the science of psychology, an erudite and devoted scholar, a prolific writer, an unforgettable teacher, and a gentle and remarkable human being. His students, past and present, and colleagues across the world feel a deep sense of loss and bereavement at his passing.

Council

Continued from Page 1

appointment of up to two additional members.

The amendments resulted from discussions as to the appropriateness of having faculty members of Governing Council on a committee advising on negotiations with the Faculty Association.

Before the Report was considered as a motion, the Chairman, Mrs. Marnie Paikin, announced that the first formal notice from UTFA indicating a wish to negotiate a draft memorandum of agreement had been received on Nov. 9, and that Executive Committee meetings on that date and on Nov. 16 had resulted in the Report's preparation.

Pediatrics chairman

On September 1, Dr. David H. Carver assumed his duties as Chairman, Department of Pediatrics, at the University of Toronto, and as Physician-in-Chief at The Hospital for Sick Children. He succeeds Dr. Harry Bain who has completed a decade as the Hospital's Physician-in-Chief.

Prior to his appointment, Dr. Carver was Professor of Pediatrics and Director, Division of Infectious Diseases, and Associate Professor of Microbiology at Johns Hopkins University School of Medicine.

His particular area of research is virology, where he has been investigating the properties of interferon and intrinsic interference. Drs. Carver and Philip Marcus were the co-discoverers of the phenomenon of intrinsic interference.

Dr. Carver has a high regard for the University of Toronto medical school. He values and intends to maintain the balance of expert clinical care, medical training, and basic research being conducted at The Hospital for Sick Children.

Dr. Bain will continue to serve the Hospital as a Senior Physician. He will also retain his position as chairman and co-ordinator of the Sioux Lookout Project which Dr. Bain organized in 1969 to provide medical care to 15,000 Cree and Ojibway Indians in a 100,000 - square-mile area of Northwestern Ontario.

Sesqui Service Awards

Purpose

An important feature of the Sesquicentennial Celebrations will be the public recognition of members of staff who have given distinguished and lengthy service to the University.

Eligibility

All living staff members, including those on University pensions, are eligible for consideration. Priority in the selection of recipients will be given to those with distinguished long service. It is likely that something over twenty-five years' service would be essential. 'Distinguished' means of an unusually high standard of performance.

No aspect of University employment is excluded. The service may have been rendered through teaching and research in the classroom or laboratory, working on the grounds, counselling students, cataloguing books in the library, compiling financial records, maintaining buildings, assisting in laboratories, serving meals in a student residence, typing and filing, or any other category of service.

Nomination Procedures

Individuals may not apply. Candidates should be nominated by their peers — colleagues who are or have been employed by the University. The responsibility for initiating nominations is intended to rest with individual staff members, not with heads of divisions.

Each nomination requires ten signatures and should include up to 300 words of information about the length and nature of the service to the University. Nomination forms may be obtained from the information desk in the foyer of Simcoe Hall and from the Offices of the Registrars, Scarborough and Erindale Colleges.

Closing Date

Nomination forms must be returned by January 31, 1977 to the Office of the President, Simcoe Hall.

Announcement of Awards

March, 1977

Award

A Certificate of Award will be presented at a special ceremony following the public announcement of the Honour Award recipients.

Selection Committee

The Chairman of the Sesquicentennial Council, the Chancellor of the University, the Chairman of the Governing Council, the President of the Faculty Association, the President of the Staff Association and the President of the University.

Authority for any interpretation of the terms of the awards rests with the Selection Committee.



BRIEFLY

Professor Denise Narcisse-Mair, conductor of the Hart House Chorus for the past three years, is a member of the Faculty of Music at Queen's University. She commutes from Kingston to Toronto each Tuesday to direct rehearsals of the chorus.

An "outstanding get-together" of U of T Alumni branch association representatives from Washington, Calgary, Windsor, New York, Sudbury and Ottawa took place at the Innisfree farm on the weekend of Sept. 10 and 11. Alumni Affairs assistant director Mary Brown reports.

Meanwhile, Bill Gleberzon, fellow assistant director, has been helping an energetic group of "Senior Alumni" organize a lecture series, as well as a workshop, "Make Use of Your Talents — Don't Waste Your Time", intended to encourage retired alumni to involve themselves in volunteer activities.

Yousuf Karsh was honoured and publication of his book, *Karsh Portraits*, celebrated at a reception at the Art Gallery of Ontario on Friday, Oct. 29.

The portraits are of notables and are accompanied by the photographer's written assessments of his subjects.

Karsh Portraits is published by U of T Press.

"It is now being recognized that top jobs are less stressful," according to a report supplied to the *Bulletin* through the good offices of Jim Murphy, Chief Safety Officer.

"It's usually the man in the middle who is the victim of stress," the report continues, "as for example, a foreman, who is expected to represent the workers' point of view, but is responsible to management. It is in this kind of role that the incidence of ulcers is high."

"Symptoms of stress show up more frequently: in small companies rather than large companies; first year on a new job; among heavy smokers; where there is an increase of travelling; in line managers rather than in staff specialists; and among managers who do not exercise regularly."



The Hart House Chorus received an honourable mention in the mixed voice class of the National Radio Competition for Amateur Choirs.

The competition is sponsored by the English and French services of CBC radio, and by the Canada Council.

Hitherto, the chorus has performed primarily at Hart House. However, following the national radio exposure, Professor Narcisse-Mair received so many enquiries that a public concert has been arranged. This will take place in St. Paul's Anglican Church, 227 Bloor St. East on Saturday, Nov. 27 at 8 p.m.

The talents of the chorus as a whole and of its soloists will be demonstrated in works by Brahms, Britten, Thompson, Willan and others. Contributions will be solicited at the concert to help defray the costs of the spring tour to Yale, Cornell and other American universities.

Women, it seems, are infiltrating Faculties which were once traditional male strongholds. The Faculty of Forestry, out of a total enrolment of 299, now has 49 women students, 20 of these in first year. The success of women graduates (Forestry's first was in 1965), as well as greater awareness on the part of high school counsellors, has helped channel female students into the Faculty.

In Landscape Architecture where the first woman graduated in 1970, the male-female ratio in first and second year is now almost 50-50. The Faculty of Architecture, too, notes an increase — 21 women in first year, as compared to three in fifth year.

Over the last three years in Dentistry, the percentage of women entering first year has more than doubled. Although pleased with the increased number of women students, these Faculties stress that they have no quotas to fill and give no special preference to women applicants. It is simply that more and more qualified women are choosing to enter these fields.

Sad to say, the flag pole long situated between the cannons on the knoll directly south of Hart House has had to be taken down. So badly decayed was it, reports Les Hubbard of Physical Plant, that it could have toppled in the next wind storm.

There are no immediate plans to have a new pole erected, which leads one to wonder what the cannons are there to protect.

The Connaught Committee recently awarded research support to two new members of the academic staff, effective on or after Oct. 1.

Dr. B.H. Barber, Department of Microbiology and Parasitology, will be assisted for work on "A Structural and Functional Analysis of the Lymphocyte Surface Membrane," Professor D.E. Cormack, Department of Chemical Engineering, will receive support for work on "In Situ Combustion of Athabasca Oil Sand."

The awards were made from among five applicants accepted for review in the August Connaught Fund New Staff competition.

Marcel Cadieux will give a lecture on "The Contractual Link — Why and How?" on Wednesday, Nov. 24 at 8.15 p.m. in the Cavalier Room, Westbury Hotel.

M. Cadieux is head of the Canadian mission to the European Communities, a position requiring extensive involvement with Canada's European trade. He will be discussing the many questions arising from our most recent international arrangements, termed contractual links by the government.

"In the university context, the existence of tenure and the prestige of the academic estate make a natural habitat for the media terrorist of the open or public type. It is wise to identify these media terrorists and to be prepared in advance for an annual fall explosion since the long summer interlude intensifies the media terrorist's identity vacuum and makes him hunger more than ever for that peak of ecstasy which only notoriety can provide."

Excerpted from "Media Terrorism: Why the free press has undemocratic consequences" by Ralph Beals, in the Nov. 3 issue of the *Scarborough College Bulletin*.

The supply of new bachelor's-level engineering graduates in Canada is likely to exceed demand from 1979 to 1984. This forecast is made in a new report commissioned by the Technical Service Council/Le Conseil de Placement Professionnel and researched by Drs. E.B. Harvey and K.S.R. Murthy. The Technical Service Council is a non-profit personnel consulting and placement firm operated by industry.

Total requirements for bachelor's engineering graduates are expected to rise from 67,300 in 1976 to 88,400 in 1985. These figures do not include engineering graduates with Master's and Ph.D. degrees.

The latest forecast for the Canadian economy prepared by the University's Institute for Policy Analysis indicates that sluggish economic growth and high and rising unemployment rates are in the cards for the next couple of years, unless the government acts soon to revive the flagging private domestic sector.

In the absence of new fiscal initiatives, Professors G.V. Jump and T.A. Wilson project real growth to average only 4.5 percent next year and 4.6 percent in 1978, a rate below Canada's potential growth. The unemployment rate will likely drift upwards as a result, averaging 7.6 percent next year and 8 percent in 1978.



A new four-part series of half-hour colour television programs called *Learning through Play* has been produced by the Media Centre in co-operation with the School of Continuing Studies.

Conceived and narrated by Jennifer Hardacre of the Institute of Child Study, the series is designed "for adults about children" and supports the belief that play is the most natural and effective way for young children to learn.

Individual programs look at the process of cognitive development

in children, how emotional and social growth are accomplished through play, how the right kinds of playthings stimulate growth and development, and the benefits of stimulating and flexible play environments.

The series, which may be obtained with a set of seven videotape study modules that present typical behaviour by normal children in various play situations, is suitable for use in: family life courses in high schools, pre-natal classes, undergraduate psychology courses and education studies in colleges and universities.

More than 700 prizes were awarded for 1976 in the Faculty of Arts and Science and its Colleges

Professor R.J. Gathercole of the Faculty of Law has agreed to act as adviser to the Provost in matters of immigration and citizenship for the current academic year.

Good master and good mistress, as you sit by the fire,
Remember us poor plough lads that runs through mud and mire;
The mire it is deep, and we travel far and near,
We will thank you for your Christmas box, and a mug of strong beer.

The *Bassingham Christmas Play*, from which this quotation is taken, is a Mummings' Play from Lincolnshire in England. The text is short and nonsensical, full of action, song, dance, and general merriment.

The *Poculi Ludique Societas* is offering the *Bassingham Christmas Play* to any interested groups on Toronto campuses and suggests the play is eminently suitable for jollifying pre-Christmas or New Year's revels, or departmental parties. No fee will be charged but hats will be passed as part of the mummings.

"The MU level of SPEAKEASY has arrived and has been installed. Some highlights of MU are the new LINK facility which keeps track of functions loaded from different libraries, improved PRINT and TABULATE including the ability to specify a print format (PRINTSPEC) for each variable, logical SET operations, and enhanced error control."

— From *Computernews*, the U of T Computer Centre's newsletter, which persists in demonstrating to many of us our functional illiteracy.

A U of T political scientist has been awarded \$48,000 by the Ford Foundation to study U.S. and Soviet politics of arms control.

Dr. Franklyn Griffiths, Director of the University's Centre for Russian and East European Studies, and a Professor of Political Economy, is embarking on a three-year research program to analyze the patterns in the way each country influenced the arms control policies of the other during the strategic arms limitation talks (SALT) from 1969-1972.

"To give a couple of examples, how did comments before the U.S. Congress on military strength, or Soviet statements on Jewish emigration, affect the willingness to negotiate?" Professor Griffiths asks.

The U of T researcher, whose project is entitled "Alternative to Negotiation," says he hopes to find ways in which the will to collaborate may be enhanced by being more deliberate about what is done outside negotiations.

He is one of 14 scholars sharing in a total of \$404,170 earmarked by the Ford Foundation for research on international security and arms control.

The art and craft of the Leon family will be the exhibit in the Scarborough Art Gallery from Nov. 12 to 26. On display will be pots, prints and pen and ink drawings. Pedro Leon is a professor of Spanish at the College. Items in the show are for sale.

The Second McParland Lecture of the Faculty of Applied Science and Engineering will be given by Alfred Powis, president of the Mining Association of Canada. He will speak on "Public Policy and the Mineral Industry", Wednesday, Nov. 24 at 5.15 p.m. in the auditorium of the Medical Sciences Building.

The McParland Lecture is provided for by a trust given to the Faculty to honour Donald J. McParland. A graduate of the Faculty, he was president of Brinco Ltd. and president and chief executive officer of Churchill Falls (Labrador) Corp. Ltd. when he was killed in a plane crash in November, 1969.



Telephone David and Caroline Parry at 978-5096, on Monday, Wednesday and Friday mornings.

EVENTS

FRIDAY NOVEMBER 19

Tunable, Vacuum Ultraviolet Lasers: Novel Probes of Atomic and Molecular Structure (Colloquium) Dr. Stephen C. Wallace, Department of Physics. 158 Lash Miller Chemical Laboratories. 4 p.m.

The Mock Doctor (Molière) and **The Yogi and the Courtesan** (Bodhayana) Hart House Theatre, Nov. 19, 20 and 23-27. 8.30 p.m. Tickets \$3, students \$1.50. Box office 978-8668.

College Bowl Game (Football) Varsity Stadium. 8 p.m. Reserved tickets \$3.50 and \$3; general admission \$1. Box office 979-2430.

SATURDAY 20

Peirce's Graphs and Semiotics (Lecture) Prof. D. Roberts, Department of Philosophy, University of Waterloo. 205 New Academic Building, Victoria College. 10.30 a.m. (Third meeting, Toronto Semiotic Circle)

The World Turned Upside Down: The Transition to an Information Society (Lecture) Gordon B. Thompson, manager communications studies, Bell-Northern Research, Ottawa. Convocation Hall. 8.15 p.m. (Royal Canadian Institute)

Change in Contemporary Africa (Colloquium) Innis College Town Hall from 10.30 a.m. Sponsored by African Studies Committee, ISP. Details please telephone 978-3350.

SUNDAY 21

Symphonic Wind Ensemble, conductor Stephen Chenette. Mac-Millan Theatre, Edward Johnson Building. 3 p.m.

Orford Quartet, Lorand Fenyes, violin and **Anton Kuerti**, piano. All-Schubert concert. Great Hall, Hart House. 8.30 p.m. 130 free tickets available to HH members from hall porter week before concert. (Music Committee and CBC)

MONDAY 22

The Measurement of Primate Teeth (Lecture) Dr. C.L.B. Lavelle, Department of Oral Biology, University of Manitoba. 406 Professional Building, 123 Edward St. 1 p.m. (Dentistry)

The Future of the Family (Prof. Edna W. Park Lecture) Dr. Graham Spanier, College of Human Development, Pennsylvania State University. Medical Sciences Auditorium. 8 p.m. (Household Science Alumnae)

Continuities and Discontinuities in 18th Century Japanese Thought: Ishida Baigan and Ogyu Sorai (Colloquium) Dr. Robert N. Bellah, Ford Professor of Sociology and Comparative Studies, University of California-Berkeley. Upper Library, Massey College. 12.30 p.m. (Religious Studies)

APL as a Mathematical Notation (Computer Colloquium) Dr. K. Iverson, IBM Scientific Center, Philadelphia. 103 McLennan Physical Laboratories. 4 p.m.

Organ Recital (Third of four in Fall series) **Janet MacFarlane**, organ, with trumpets and trombones, conductor **Gerald Bales**. Special program for St. Cecilia's Day. Admission \$1 at door. Convocation Hall. 5.05 p.m.

Caravan. Nov. 22-26. Erindale College. (WUSC)

TUESDAY 23

Decay of Wood in Storage (First of two Weyerhaeuser Lectures) Dr. Walter K.F. Liese, director, In-

stitute for Wood Biology and Wood Preservation, Federal Research Centre for Forestry and Forest Products, Hamburg. 4th floor lounge, 203 College St. 12 noon. (Forestry & Landscape Architecture)

Religion and the Decline of the American Republic (Lecture) Prof. Robert N. Bellah, University of California-Berkeley. Croft Chapter House. 1 p.m. (Religious Studies)

X-ray Bursts and Related Phenomena (Colloquium) Dr. Claude R. Canizares, Massachusetts Institute of Technology. David Dunlap Observatory. 4 p.m.

The Contractual Link — Why and How? (Lecture) Marcel Cadieux, head of Canadian mission to European Communities. Cavalier Room, Westbury Hotel. 8.15 p.m. (ISP and Canadian Institute of International Affairs)

Technical Team Responsibilities (One-day seminar) Sponsored by Faculty of Applied Science and Engineering, Seneca College and Association of Professional Engineers of Ontario. Information and registration details, academic studies office, 216 Galbraith Building.

Firebird, leader Greg Gallagher. Jazz concert. East Common Room, Hart House. 12 noon.



Craig Howes, he of the gobular proboscis, plays the yogi in *The Yogi and the Courtesan*, an ancient Sanskrit farce, while on the same double bill, Elaine Crossley appears in Molière's *The Mock Doctor* — at Hart House Theatre until Saturday, Nov. 27.

Thomas Kinsella (St. Michael's Poetry Series) BCD Brennan Hall. 4.10 p.m. (Student Union, SMC; SMC English Department, SMC and Canada Council)

Gisèle Dalbec, violin. Music Room, Hart House. 1.10 p.m.

WEDNESDAY 24

Man, Money, and Forests (Second of two Weyerhaeuser Lectures) Adam H. Zimmerman, executive vice-president and director, Noranda Mines Ltd. Convocation Hall. 12 noon. (Forestry & Landscape Architecture)

Public Policy and the Mineral Industry (Second McParland Lecture) Alfred Powis, president, Mining Association of Canada. Medical Sciences Auditorium. 5.15 p.m.

THURSDAY 25

Confrontation, Corporatism and Canadian Labour (Third of five in Erindale Anniversary Lecture Series) Prof. Desmond P. Morton, History, Assoc. Dean of Humanities and Vice-Principal, Erindale. Room 2082 South Building, Erindale College. 8.30 p.m.

Peter McAllister and Don Wilson, guitars. Music Room, Hart House. 1.10 p.m.

Student Chamber Music Concert. Walter Hall, Edward Johnson Building. 2.10 p.m.

Norman Rockwell's World and Why Man Creates (Second of six programs, HH Art Committee film series) Art Gallery, Hart House. 12.10 and 7 p.m.

RESEARCH NEWS

Connaught Deadline

As reported in the *Bulletin* on Oct. 29, changes in the Connaught Fund research granting program include an earlier deadline for applications. These will be due at ORA by **January 15**. Call 978-6475 for information.

Christmas Holidays and January Deadlines

The Christmas holiday closing of University offices will mean that all applications due at external agencies at the end of December or in early January should reach ORA at least by **December 15**.

Imperial Oil Research

The Imperial Oil Co. program of university research grants invites applications by a deadline of **January 15** from investigators in the fields of environmental, earth, engineering and chemical sciences, as well as in the socio-economic and social sciences, for research of interest to the petroleum and petrochemical industries. Grants may be held for one year renewable to a maximum of three years, with encouragement to publish. Imperial Oil Co. waives any claim to any patents resulting from the research. Application forms are available at ORA, call 978-2163.

Canadian Studies review begun

The Task Force on Canadian Studies and the University of Toronto, established by the Academic Affairs Committee of the Governing Council, has begun its work.

Its membership is: Prof. W. Saywell, Principal, Innis College (Chairman); Prof. J.W. Abrams, Department of Industrial Engineering; Mr. J.W.H. Bassett, Government Appointee, Governing Council; Prof. C.T. Bissell, University Professor; Prof. J.M.S. Careless, Department of History; Prof. D.M. Hayne, Department of French, University College; Peggie Karfilis, Graduate Student; Valerie Pugh, Part-time Undergraduate Student; Wendy Sardon, Full-time Undergraduate Student.

The terms of reference of the Task Force are:

1. To gather and assess data on the state of teaching and research relating to Canada in various fields of study at the University;
2. To determine, what, in its judgment, should be the state of such teaching and research at the University;
3. To make recommendations as to the most effective means of achieving the desired state;
4. To report to the Academic Affairs Committee as soon as possible, preferably by March 1, 1977.

The Task Force is immediately beginning to collect data from all departments and divisions of the University. The University community is invited to submit written briefs and comments, which should be sent to Ms. C. Lendenmann, Governing Council Secretariat, Room 106, Simcoe Hall.

It is also likely that the Task Force will hold hearings sometime in the new year. Deadlines for the submission of written briefs and the dates of possible hearings will be announced later.

PH D ORALS

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information in these listings with the Ph.D. oral office, telephone 978-5258.

Thursday, November 25

David Thomas Lawrence Tong, Department of Aerospace Science & Engineering, "An Experimental Investigation of the Distribution Function for the Near-Free-Molecular Parallel Plate Heat Transfer Problem." Thesis supervisor: Prof. J.H. de Leeuw. Room 309, 63 St. George St., 2 p.m.

Friday, November 26

Liang-Huew Wang, Department of Geography, "Public Policy, Investment and Regional Inequality — A Case Study of Peninsular Malaysia." Thesis supervisor: Prof. A. Scott. Room 309, 63 St. George St., 1 p.m.

Burt Konzak, Department of Sociology, "Retirement and Aging

in Canadian Society." Thesis supervisor: Prof. H.K. Nishio. Room 307, 63 St. George St., 2 p.m.

Sylvia Joan Larter, Department of Educational Theory, "The Measure and Comparison of Small Skills and Sociability in Schools Differing in Program and Architectural Openness." Thesis supervisor: Prof. R.E. Traub. Room 111, 63 St. George St., 2 p.m.

Paule Rianne Mahon, Department of Political Economy, "Canada's Textile Policy: A Case Study in the Politics of Industrial Policy Formation in Canada." Thesis supervisor: Prof. M. Brownstone. Room 201, 65 St. George St., 2 p.m.

JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Wendy Chin, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

Secretary II (\$8,470—9,970—11,460) Health Administration (4), Family & Community Medicine (4), Applied Science & Engineering (5)

Laboratory Technician II (\$10,370—12,200—14,040) Physiology (4), Pathology (4), Life Science (4)

Laboratory Technician III (\$11,450—13,470—15,490) Microbiology & Parasitology (4)

Library Technician IV (\$10,370—14,040) Science & Medicine (5)

Engineering Technician II (\$12,110—14,250—16,380) MSB Central Services (4)

Programmer IV (\$18,350—21,590—24,830) Business Information Systems (3)

Clerk IV (\$9,330—10,970—12,620) Dentistry (1), Philosophy (1)

Clerk IV — P/T (\$5,598—6,572—7,572) Dentistry (1)

Accountant IV (\$13,450—15,820—18,200) Library Automation Systems (3)

Administrative Manager (\$20,420—24,020—27,620) Computer Centre (3)